



Army Benefits Center-Civilian



Federal Employees Retirement System (FERS) For Firefighters

Updated 9/15/12

INTRODUCTION

ABC-C MISSION: We are a top performing, caring team of Civilian Human Resource professionals providing quality benefits and entitlements services to our customers through a centralized automated center.

ABC-C SERVICES: Provide advisory services and process transactions for:

- Federal Employees Health Benefits (FEHB)**
- Federal Employees' Group Life Insurance (FEGLI)**
- Thrift Savings Plan (TSP)**
- Retirement (FERS & CSRS)**
- Survivorship (Death Claim Processing)**

ABC-C SYSTEMS

Employee Benefits Information System (EBIS) - Web Based

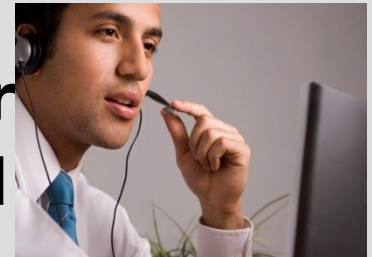
- **Customer-friendly**
- **Available 24 hours a day**
- **Secure site**
- **Ability to read at convenience**
- **Ability to print screens of information**
- **Can process benefits transactions without counselor assistance**
- **Ability to print benefits forms**
- **Estimate calculators**
- **ABC-C website: <https://www.abc.army.mil>**



ABC-C SYSTEMS

Telephone

- Lets you connect with a counselor
- Available to those without computer
- **NO LONGER** requires use of SSN and
- Counselors are available 12 hours a day
- Separated employees have access for 180 days
- ABC-C toll-free telephone number is 1-877-276-9287 (TDD for the hearing impaired is 1-877-276-9833)



COUNSELOR ASSISTED CALLS

1 JANUARY - 31 DECEMBER 2011

118,552 Total Calls

Average Answer Time: 1 Minute 11 Seconds

Average Call Length: 9 Minutes 23 Seconds

**Average Wrap-Up Time: 2 Minutes 27
Seconds**

ABC-C Benefits Counselors

**are available from 6:00 a.m. to 6:00 p.m. CT
Monday - Friday**

**Peak Call Times are between 8:00 a.m. and
2:00 p.m.**

BENEFITS TRANSACTION SUMMARY

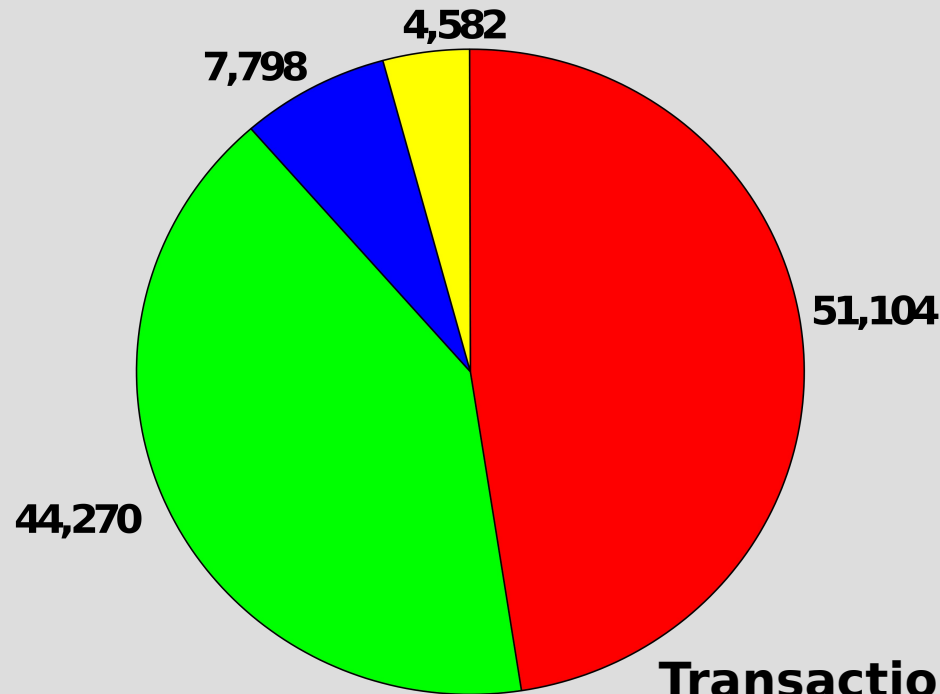
1 JANUARY - 31 DECEMBER 2011

■ TSP

■ FEHB

■ TSP-C

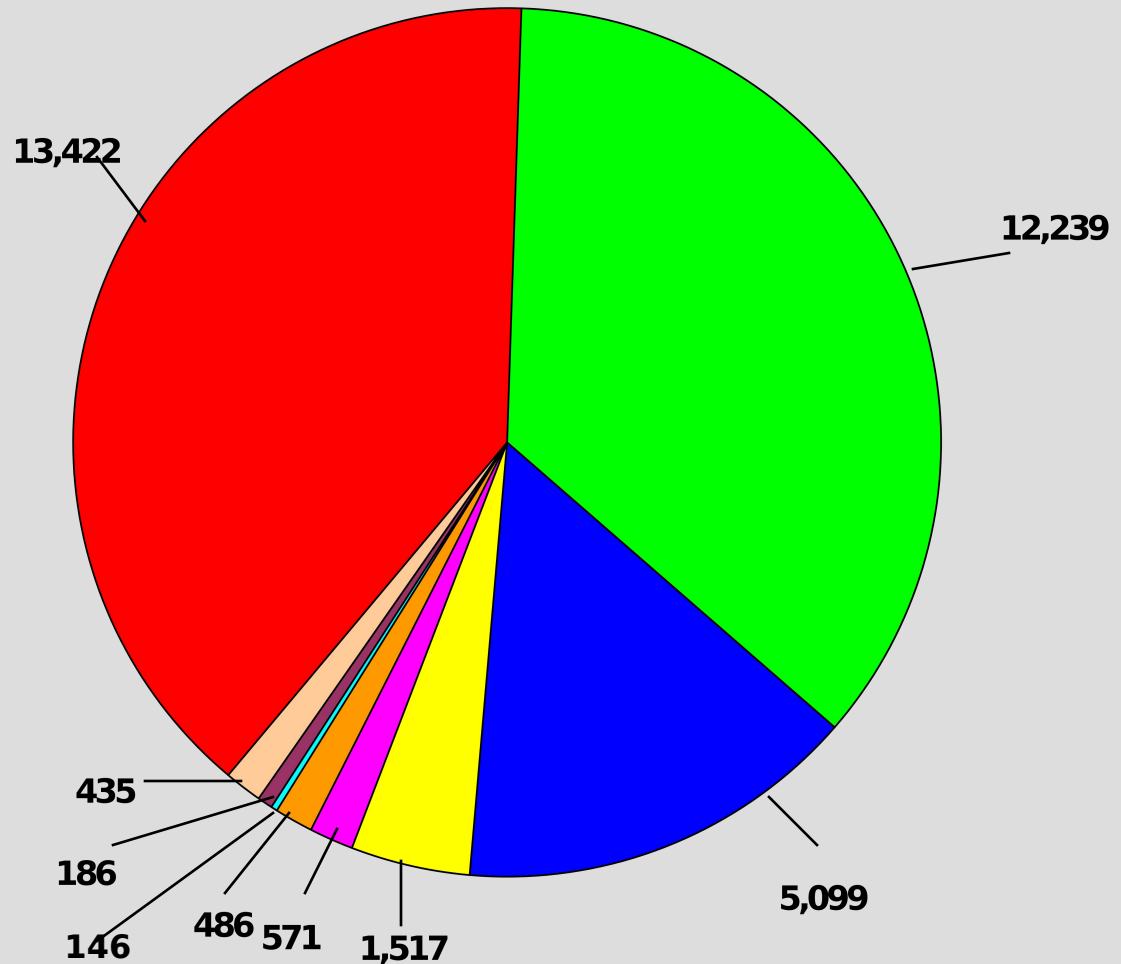
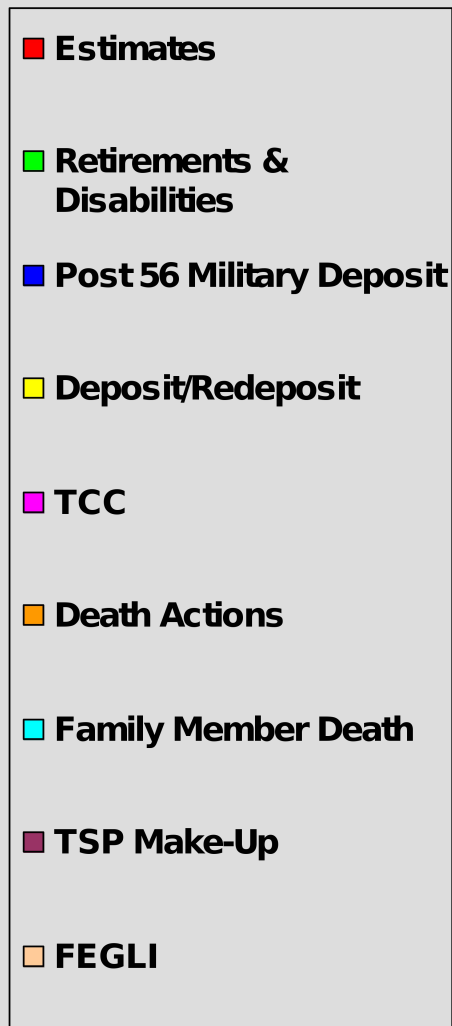
■ FEGLI



Transaction Source:
EBIS (Web) - 99,588
IVRS (Phone) - 1,444
Counselor Assisted - 6,604
Total Transactions = 107,636

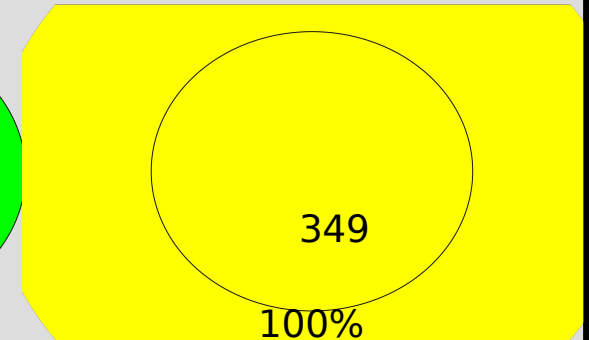
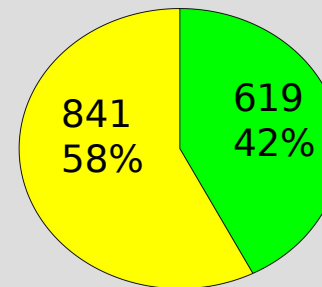
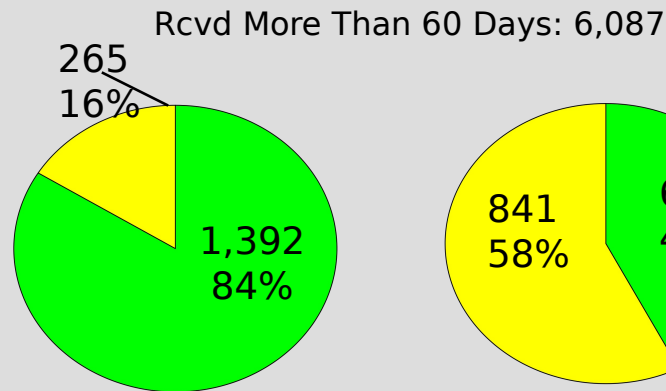
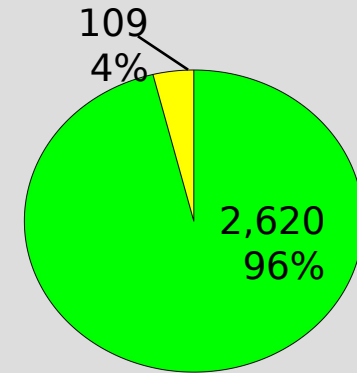
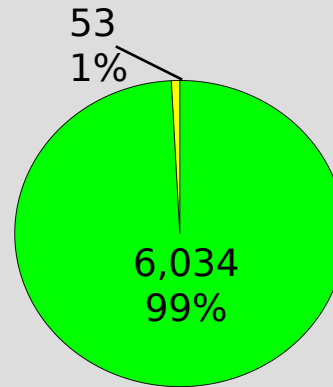
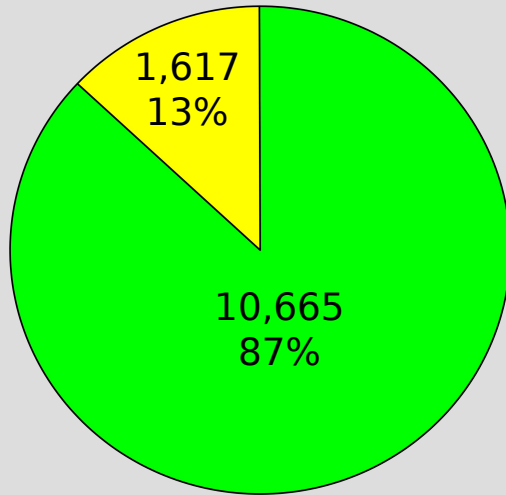
PRODUCTION SUMMARY

1 JANUARY - 31 DECEMBER 2011



RETIREMENT PROCESSING TIME

1 JANUARY - 31 DECEMBER 2011



Total: 12,282
 ■ Met
 ■ Did Not Meet

Rcvd 16-30 Days:

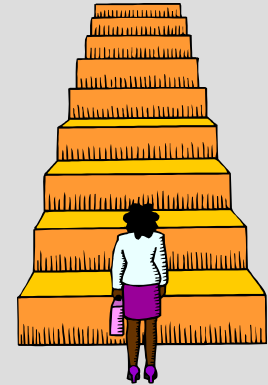
Rcvd 1-15 Days: 1,460

Rcvd On/After DOR: 349

Goal: Complete retirement package NLT 5 working days prior to DOR.

CONTINUING CHALLENGES

- **Last minute VERA/VSIP approvals**
- **Short notice retirement applications**
- **Federal Erroneous Retirement Coverage Corrections Act (FERCCA)**
- **Aging workforce**



ON THE HORIZON

- **Growing serviced population**
- **eRetirement**
- **Phased retirement**



QUESTIONS?



FERS FIREFIGHTER (FF) DEFINITIONS

- **An employee in a position whose duties are primarily to perform work:**
 - **Directly connected with the control and extinguishment of fires**
 - **Includes an employee who moves directly from a primary firefighter position to a secondary position**
- **Does not include:**
 - **An employee whose primary duty is the performance of routine fire prevention inspections**

RIGOROUS POSITIONS DEFINED

- **Rigorous duties are defined as:**
 - **A position in which the duties are so rigorous that employment opportunities should be limited through the establishment of a maximum entry age and physical qualifications, to young and physically vigorous individuals, whose primary duties are:**
 - **To perform work directly connected with controlling and extinguishing fires**

PRIMARY POSITIONS DEFINED

- **Paramount in influence or weight; that is, constitute the basic reason for the existence of the position**
- **Occupy a substantial portion of the individual's working time over a typical work cycle; and**
- **Assigned on a regular and recurring basis**



SECONDARY POSITIONS DEFINED

- Is in the firefighting field;
- Is in an organization having a firefighting mission; and
- Is either:
 - Supervisory - a position whose primary duties are as a first-level supervisor of firefighters in rigorous positions; or
 - Administrative (executive, managerial, technical, semiprofessional or professional) position for which experience in a rigorous firefighting position is a mandatory prerequisite



RETIREMENT PLANNING



RETIREMENT PLANNING

- **Early Career - 25 + years to retirement**
 - **Contribute to TSP**
 - **Enroll in benefits (FEHB, FEGLI, FEDVIP, FSA)**
 - **Pay civilian deposit**
 - **Pay military deposit**
 - **New Employee Orientation briefing -**
<https://www.abc.army.mil/NewEmployee/NewEmployeeOrientation.htm>
- **Mid Career - 10 - 24 years to retirement**
 - **Adjust benefits based on life situation**
 - **Review level of TSP participation & allocation between the funds**

RETIREMENT PLANNING

- **Late Career:**
 - **Less than 10 years prior to retirement:**
 - **Use calculators in EBIS to get a rough estimate of annuity**
 - **Determine income needed in retirement using the Federal Ballpark E\$timate calculator**
 - **Adjust TSP contributions & other savings based on results from calculators**
 - **Five years to retirement:**
 - **Verify eligibility to continue FEHB & FEGLI into retirement**
 - **Request a retirement estimate**
 - **Maximize TSP contributions & other savings**

RETIREMENT PLANNING LINKS

Federal Ballpark E\$timate:

<https://www.opm.gov/retire/tools/calculators/ballpark/BallparkIntro.asp>

Retirement information & services provided by OPM:

<http://www.opm.gov/retire/index.asp>

U.S. Financial Literacy Education Commission website:

<http://www.mymoney.gov>

Army Benefits Center-Civilian EBIS:

<https://www.abc.army.mil>



FERS FF

- **New employees first hired in covered position on/after 01-01-1987**
- **Contribute 1.3% of salary to FERS**
- **Contribute to Social Security**
- **Can contribute up to IRS limit to TSP, receive agency matching of 5% if you contribute at least 5% of your salary**
 - **Automatic 1% contribution regardless of your TSP contribution rate**
 - **First 3% of your contributions are matched dollar-for-dollar**
 - **Next 2% will be matched at 50 cents on the dollar**

CSRS INTERIM FF

- **Employees first hired on/after 01-01-1984 & certain rehires**
- **Reduced CSRS contribution rate of 1.8%**
- **Contribute to Social Security**
- **On 01-01-1987, employees with CSRS Interim coverage changed to:**
 - **CSRS Offset if you had at least 5 years of civilian service**
 - **FERS if you had less than 5 years of civilian service**

CSRS COMPONENT

- If you have civilian service prior to your election of FERS, and
- The service was subject to CSRS retirement deductions, **or** Social Security deductions, but not both, and
- The total of these 2 types of service is 5 or more years, then
- This period of service is called a CSRS component, and that portion of your retirement annuity, or civilian deposit, etc. will be calculated using CSRS rules

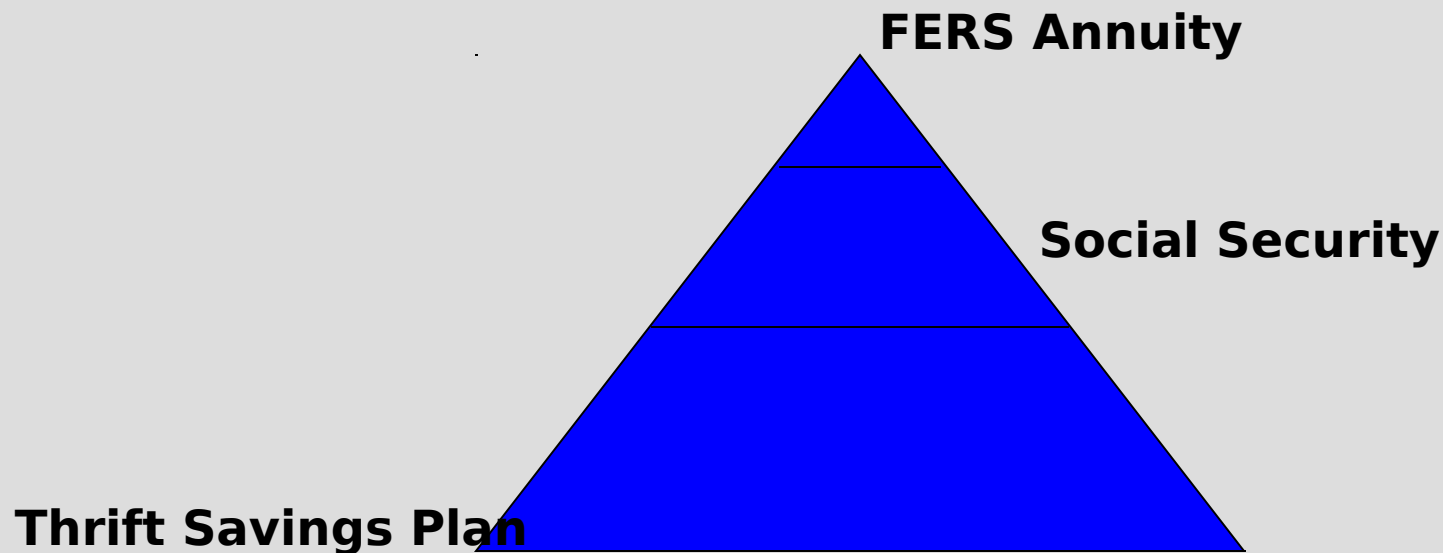
(If you have less than 5 years, the service is creditable under FERS rules)

FERS

FERS is a 3-tiered retirement system

FERS annuity is the smallest component

TSP **WILL** make up the largest portion of your total retirement



CIVILIAN SERVICE DEPOSIT/REFUND



RETIREMENT SERVICE COMPUTATION DATE (RSCD)

- **Used to determine retirement eligibility and to calculate retirement annuity**
- **May not be the same as your Leave SCD (SCD that appears on your SF 50 & LES)**
- **Not all service that is creditable for leave is creditable for retirement**

RETIREMENT SERVICE COMPUTATION DATE (RSCD)

- **Examples of service that is creditable for leave but not for retirement:**
 - **Non-Appropriated Fund (NAF) service on a temporary appointment**
 - **For retired military, campaign or combat service if retired military pay is not being waived**
 - **Military service when the military deposit has not been paid**
 - **Service on a temporary appointment performed on or after 01-01-1989**

WHAT IS DEPOSIT SERVICE?

- **Any period of potentially creditable service during which retirement deductions are not withheld:**
 - **Generally, non-career time such as temporary or indefinite service**
 - **Also known as non-deduction service**
- **Service that is now considered Federal employment, due to a change in the law that allows credit for retirement annuity computation purposes (Peace Corps, VISTA)**
- **Amount of deposit:**
 - **1.3% of earnings + interest (3% of stipend for Peace Corps and VISTA)**
 - **Interest will vary by the date the service was performed**
 - **FERS with CSRS component, CSRS rules apply**
 - **FERS with no CSRS component, FERS rules apply**

DEPOSIT SERVICE

Non-Deduction Service prior to 01-01-1989

```
graph TD; A[Non-Deduction Service prior to 01-01-1989] --> B[Deposit Made]; A --> C[Deposit Not Made]; B --> D["Credit for eligibility (RSCD) and Annuity Computation"]; C --> E["No credit for eligibility (RSCD) and Annuity Computation"];
```

Deposit Made

**Credit for
eligibility (RSCD)
and Annuity
Computation**

Deposit Not Made

**No credit for
eligibility (RSCD)
and Annuity
Computation**

DEPOSIT SERVICE

Non-Deduction Service on or after 01-01-1989

**DEPOSIT NOT
ALLOWED**

No credit for Eligibility or Annuity
Computation

REFUNDED

DEFINED AS: FERS Service for which retirement contributions were refunded



FERS REDEPOSIT IS NOW ALLOWED!

Note:

- FERS with CSRS component, CSRS rules apply
- FERS with no CSRS component, FERS rules apply

REFUNDED SERVICE

Refunded FERS Service

**Redeposit
Made**

**Credit for
eligibility (RSCD)
and Annuity
Computation**

**Redeposit Not
Made**

**Credit for eligibility
(RSCD) and No
Credit in Annuity
Computation**

INTEREST RATES

YEAR	RATE	YEAR	RATE	YEAR	RATE
2012	2.25%	2001	6.375%	1990	8.75%
2011	2.75%	2000	5.875%	1989	9.125%
2010	3.125%	1999	5.75%	1988	9.125%
2009	3.875%	1998	6.75%	1987	8.375%
2008	4.75%	1997	6.875%	1986	9%
2007	4.875%	1996	6.875%	1985	11.125%
2006	4.125%	1995	7%	1984	13%
2005	4.375%	1994	6.25%	1948 - 1984	3%
2004	3.875%	1993	7.125%	Before 1948	4%
2003	5%	1992	8.125%		
2002	5.5%	1991	8.625%		

HOW TO PAY A CIVILIAN DEPOSIT OR REDEPOSIT

- Complete front page of SF 3108, *Application to Make Service Credit Payment (FERS)* and send to the ABC-C.
- ABC-C will calculate an estimated deposit/redeposit amount and mail to OPM.
- OPM will notify you of final deposit/redeposit amount and payment procedures.
- OPM will send you a receipt and new balance each time payment is made.
- Ensure “Payment in Full” notice is filed in OPF.
- More information is available on the ABC-C website at <https://www.abc.army.mil/retirements/FERSDepositService.htm>

MILITARY DEPOSIT



PRE 01-01-1957 MILITARY SERVICE

**No deposit required for creditable
military service performed prior to
01-01-1957**



It's Free!!

CREDIT FOR POST-56 MILITARY SERVICE

**IN RECEIPT OF MILITARY
RETIRED PAY**



**Based on Non -
Combat Disability
or Length of
Service**



**No Credit unless
Military Retired
Pay is waived &
deposit is paid**




**Based on Combat
Disability or Chapter
1223, Title 10
(Reserves)**



**Must Pay to receive
credit for Eligibility
(RSCD) & Annuity
Computation**

POST-56 MILITARY SERVICE

**Military Service
on/after 01-01-1957**



**Must Pay to receive
credit for Eligibility
(RSCD) & Annuity
Computation**

Amount of Deposit:

3% of basic pay earned + interest (2 years interest free)

(Interest will vary)

HOW TO PAY A MILITARY DEPOSIT

- **Complete Form RI 20-97, *Estimated Earnings During Military Service*, and send to the appropriate branch of service (addresses are on the ABC-C website). Include copies of all of your DD 214s.**
- **Upon receipt of estimated earnings, include your DD 214, SF 3108 page 1 and SF 3108A and forward to the ABC-C. The ABC-C will calculate an estimate of the deposit owed and forward to DFAS.**
- **DFAS will finalize the amount owed and advise you of payment options. Payments are made directly to DFAS-Cleveland.**
- **Ensure “Payment In Full” notice is filed in OPF.**
- **More information is available on the ABC-C website at <https://www.abc.army.mil/retirements/FERSPost56.htm>**

RETIREMENT REQUIREMENTS



TRANSFER REQUIREMENTS

FERS FF

- **While covered under the special provision, you move directly (that is, without a break in service exceeding 3 days) from a primary position; and**
- **You have completed 3 years of service in a rigorous position, including any such service in which no FERS deductions were withheld; and**
- **If applicable, you have been continuously employed in a secondary position or positions since moving from a primary position without a break in service exceeding 3 days.**

RETIREMENT ELIGIBILITY

FERS FF

Minimum: Age 50 with 20 years of creditable special service, or any age with 25 years of creditable special service

Mandatory: Age 57 with 20 years of creditable special service; or when 20 years of creditable special service is reached after age 57



RETIREMENT FORMS

- SF 3107, Application for Immediate Retirement
- SF 3107, Schedule A (Military Service Information), Schedule B (Military Retiree Pay), Schedule C (Federal Employees Compensation Information)
- SF 3107-2, Spouse's Consent to Survivor Election
- SF 2818, Continuation of Life Insurance Coverage
- W-4P, Withholding Certification for Pension or Annuity Payment
- State Tax Forms, if applicable
- SF 2809, Health Benefits Registration Form
- DD 214, Report of Separation from Active Duty (or equivalent)
- OPM 1514, Military Deposit Worksheet
- OPM 1515, Military Service Deposit Election
- **Written notice of proposed involuntary separation (DSR)**
- <https://www.abc.army.mil/Forms/RetirementForms.htm>

FERS ANNUITY SUPPLEMENT

- An estimated amount of Social Security benefits earned during FERS service
- Benefit paid until age 62 to certain FERS employees who retire before age 62 and are entitled to an immediate annuity
- Eligibility:
 - Has at least 1 calendar year of FERS service **AND**
 - Retires with an immediate annuity
 - At or after MRA with 30 years
 - At age 60 with 20 years of service
 - At or after MRA under

- Individuals NOT eligible for annuity supplement:
 - Disability retiree
 - MRA +10 provision
 - Deferred annuity
 - Retiring at age 62 or older
 - CSRS employees
- Duration of annuity supplement:
 - Payable through the earlier of the following dates:
 - Last day of the month you become age 62
 - OR;
 - Last day of the month

FERS ANNUITY SUPPLEMENT

Supplement is tested for earnings above the Social Security exempt amount (\$14,640 for 2012)

- **Earnings include wages and self-employment income.**
- **Income from severance pay (including VSIP), pensions, savings and investments are NOT subject to the earnings test.**
- **Annuity supplement will be offset by \$1 for every \$2 over this amount that is earned in 2012.**



ELIGIBILITY COMPUTATION

AGE

Date of Retirement

- Date of Birth

**Age at Retirement
Service**

TOTAL SERVICE

Date of Retirement

- Retirement SCD

Length of

UNUSED SICK LEAVE

- For individuals covered by FERS:



- Credit for **50%** of sick leave
 - Credit for **100%** in 2014
- **Must retire on an immediate annuity**
- **Added to length of service for computation purposes only (not to meet eligibility)**
- **Additional time computed on the basis of a 2087 hour work year**
- **May increase survivor annuity**
- **For individuals who have transferred to FERS with a CSRS component, only the sick leave not included in the CSRS part of the calculation will be available under FERS**

FIREFIGHTER SICK LEAVE CONVERSION

To convert the FF sick leave balance to a regular sick leave balance, multiply the FF sick leave by 40, divide that number by the number of hours in the FF weekly tour of duty:

Example: Sick leave balance = 1422 hours and weekly tour of duty = 72 hours

$$1422 \text{ hrs} \times 40 = 56,880$$

$$56,880 \div 72 = 790 \text{ converted sick leave}$$

$$790 \text{ hours} \div 2 \text{ (before 2014)} = 395 \text{ hours or 2 months 9 days}$$

EXAMPLE: COMPUTING TOTAL SERVICE WITH UNUSED SICK LEAVE

AGE

2010-12-31 (DOR)

- 1958-04-05 (DOB)

52-08-26

TOTAL SERVICE

2010-12-31 (DOR)

- 1983-11-09 (Ret-SCD)

27-01-22

Length of Service Including Unused Sick Leave

**790 hours/2 (before
2014) = 395 or 2
months 9 days**

+ 00-02-09

27-03-31

= 27-06-10

Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

DAYS	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	146	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

HIGH - 3 AVERAGE SALARY

- **Weighted average of highest 3 years of basic pay (including locality pay/local market supplement)**
- **Must be 3 consecutive years**
- **Is usually the last 3 years**
- **Is the highest salary, not the highest grade**
- **Normally, the beginning date of the 3 year period is determined by subtracting 3 years from the date of retirement**

HIGH-3 AVERAGE SALARY COMPUTATION (FF) - UNUSUAL TOUR

- **To calculate the basic pay for unusual work schedule (at least 53 hours per week):**
 - **Divide the Basic Pay + Locality (Adjusted Basic Pay) by 2756 to compute an hourly rate**
 - **Multiply the hourly rate by biweekly tour of duty (i.e., 106 or 144) to find the regular pay per pay period**
 - **Multiply the regular pay per pay period by 26 to compute the basic pay for retirement and FEGLI**

HIGH-3 AVERAGE SALARY COMPUTATION (FF) - UNUSUAL TOUR

Example

**· Biweekly tour of duty =
144**

Basic Pay + Locality =

~~\$40,770~~ ÷ 2756 = \$14.79 per hour

\$14.79 x 144 (biweekly tour) = \$2,129.76

**\$2,129.76 x 26 = \$55,373.76 (basic pay for
retirement and FEGLI)**

HIGH-3 AVERAGE SALARY COMPUTATION (FF) - EMBEDDED TOUR

- **To calculate the basic pay for sustained 40-hour week (embedded tour):**
 - **The first 80 hours are computed based on a 2087-hour work year**
 - **Additional hours are calculated using a 2756-hour work year**

HIGH-3 AVERAGE SALARY COMPUTATION (FF) - EMBEDDED TOUR

- **Divide basic pay + locality by 2087 to compute hourly rate. Multiply this hourly rate by 80 to find the regular pay per pay period.**
- **Divide basic pay + locality by 2756 to compute the stand-by rate. Multiply this stand-by rate by the number of hours worked in excess of 80 hours.**
- **Add the regular pay to the stand-by pay and multiply by 26 to compute the pay for retirement and FEGLI.**

HIGH-3 AVERAGE SALARY COMPUTATION (FF) - EMBEDDED TOUR

**Example Biweekly tour of duty =
: 112**

**Basic Pay + Locality =
\$50,174 ÷ ~~\$50,174~~ \$24.04 per hour**

\$24.04 x 80 (biweekly tour) = \$1,923.20

\$50,174 ÷ 2756 = \$18.21 per hour

\$18.21 x 32 (stand-by hours) = \$582.72

\$1,923.20 + \$582.72 = \$2,505.92

**\$2,505.92 x 26 = \$65,153.92 (basic pay for
retirement and
FEGLI)**

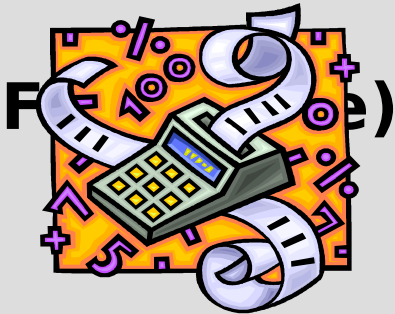
ANNUITY COMPUTATION

FORMULA FOR COMPUTING ANNUITY FOR VOLUNTARY RETIREMENT:

- High-3 avg salary \times 1.7% \times first 20 years of FF service

Plus

- High-3 avg salary \times 1.0% \times remaining service
> 20 years
- (FF and non-



REDUCTIONS DEDUCTIONS

- **Age Reduction (VERA/DSR)**
- **Deposit/Redeposit Service**
- **Election of Survivor Benefits**
- **Post-56 Military Deposit - (Applies to CSRS Employees hired before 10-01-1982, if eligible for Social Security; known as “Catch 62”)**
- **Health Benefits**
- **Life Insurance**
- **Federal Income Taxes**
- **Federal Employees Dental and Vision Insurance Program (FEDVIP)**
- **Federal Long Term Care Insurance Program (FLTCIP)**
- **State Tax (if applicable)**



SURVIVOR ELECTION OPTIONS



**CURRENT Spouse
Survivor Annuity
---Full (50% of your
annuity)**



**FORMER Spouse
Survivor Annuity
---Full (50% of your
annuity)**



**Combination
Current / Former
Spouse Survivor
Annuity**



**Insurable Interest
Survivor Annuity**



**CURRENT Spouse
Survivor Annuity
---Partial (25% of
your annuity)**



**FORMER Spouse
Survivor Annuity
---Partial (25% of
your annuity)**



**Self Only Annuity
(No survivor
benefit)**

SURVIVOR BENEFIT COST / REDUCTION

- **Full/Max (50%) = 10% of annuity**
- **Partial (25%) = 5% of annuity**

Example: Maximum (50%) elected
Basic Annuity = \$12,000
\$12,000 x 10% = - 1,200
yearly cost After Reduction =
\$10,800 yearly annuity
Survivor will receive 50% of annuity = \$6,000

Example: Partial (25%) elected
Basic Annuity = \$12,000
\$12,000 x 05% = - 600
yearly cost After Reduction =
\$11,400 yearly annuity
Survivor will receive 25% of annuity = \$3,000

SURVIVOR BENEFIT PAYMENTS

- **The survivor benefit is payable for life unless the survivor remarries before age 55.**
- **Benefits will be restored if the remarriage terminates in death, annulment or divorce.**

DISABILITY RETIREMENT

- **Disability - Unable to render useful & efficient service because of disease or injury**
- **Must be in a position covered by FERS**
- **Minimum of 18 months creditable civilian service**
- **Disability annuity **IS** subject to Federal tax**

DISABILITY RETIREMENT

- **Not eligible for FERS annuity supplement**
- **Required to apply for Social Security benefits**
- **Submit all forms for regular retirement**

PLUS:

- **SF 3112A - Applicant's Statement of Disability**
- **SF 3112B - Supervisor's Statement**
- **SF 3112C - Physician's Statement**
- **SF 3112D - Agency Certification of Reassignment and Accommodation Efforts**
- **FedMER Eligibility Statement**

DISABILITY RETIREMENT ANNUITY AMOUNT

**IF UNDER AGE 62 AT
SEPARATION:**

FIRST 12 MONTHS	AFTER 12 MONTHS UNTIL AGE 62
60% x high 3 average salary	40% x high 3 average salary
minus	minus
100% of Social Security Benefits	60% of Social Security Benefits

DISABILITY RETIREMENT ANNUITY AMOUNT AFTER AGE 62

In 2010 the law changed how disability retirement annuities were calculated for employees covered under special retirement provisions.

- At age 62, the enhanced formula will be used for all years creditable as FF service (up to 20 years).**
- If the disability retirement was from a FF position, the enhanced formula will also be used for all years in receipt of disability retirement (up to 20 years).**

DISABILITY RETIREMENT

EXAMPLE: Joe Firefighter retires on disability at age 48 with a high-3 average salary of \$85,000. He has 4 years of non-FF service and 16 years of FF service.

1st year of disability retirement: $60\% \times \$85,000 = \$51,000/\text{year}$

2nd year until age 62: $40\% \times \$85,000 = \$34,000/\text{year}$
At age 62:

$1.7\% \times 16 \times \$85,000 =$
 $\$23,120$

$1.7\% \times 4 \times \$85,000 = \$5,780$

$1.0\% \times 4 \times \$85,000 = \$3,400$

$1.0\% \times 10 \times \$85,000 = \$8,500$

TOTAL \$40,800

*Italics indicate time
spent in receipt of
disability retirement*

DEATH-IN-SERVICE

- If you die while still an active employee, your survivor *MAY* be entitled to death benefits
- In the event of your death, your survivor needs to contact your servicing Human Resources (HR) representative
- HR will contact ABC-C
- An ABC-C counselor will contact the survivor within 24 hours

DEATH-IN-SERVICE

Spousal Benefits: Monthly annuity (survivor benefits) payable if married to employee at least 9 months

EXCEPTIONS to the 9 months of marriage requirement:

- **Spouse is the parent of a child of the marriage, or**
- **Death was accidental**

DEATH BENEFITS

Children's Benefit(s) are payable if:

- **The child is unmarried AND under 18, or**
- **Under age 22 if full-time student, or**
- **Any age and disabled before 18**
- **Children's Benefit is the same if death-in-service or death as an annuitant**

DEATH BENEFITS

- **Up to 3 children if a parent is living**
 - **2012 rate is \$486 per month per child**
 - **More than 3 children, \$1,460 divided by # of children**
- **Up to 3 children if no living parent**
 - **2012 rate is \$584 per month per child**
 - **More than 3 children, \$1,752 divided by # of children**
- **Amount reduced by Social Security benefits**

COST OF LIVING ADJUSTMENTS (COLA)

- **Annual rate based on rise in Consumer Price Index (CPI)**

Increase in CPI	Amount of COLA
Up to 2%	Full CPI
2% - 3%	2%
3% or more	CPI - 1%

- **Effective December 1 each year**
- **Payable in January (1/12 of COLA for each month)**
- **Must be 62 or older to receive - unless you retire under special provisions for firefighters**
- **Disability annuitants and survivors receive**

WINDFALL ELIMINATION PROVISION (WEP)

- **If you didn't pay Social Security taxes on your government earnings and you are eligible for Social Security benefits, the formula used to figure your benefit amount may be modified, giving you a lower Social Security benefit.**
- **WEP affects Social Security benefits when any part of your Federal service after 1956 is covered under the Civil Service Retirement System (CSRS). However, Federal service where Social Security taxes are withheld (Federal Employees' Retirement System or CSRS Offset) will not reduce your Social Security benefit amounts.**

WINDFALL ELIMINATION PROVISION (WEP)

WEP does not apply to survivors benefits. It also does not apply if:

- You are a Federal worker first hired after December 31, 1983;**
- You were employed on December 31, 1983, by a nonprofit organization that did not withhold Social Security taxes from your pay at first, but then began withholding Social Security taxes from your pay;**
- Your only pension is based on railroad employment;**
- The only work you did where you did not pay Social Security taxes was before 1957; or**
- You have 30 or more years of substantial earnings under Social Security.**

GOVERNMENT PENSION OFFSET (GPO)

- If you receive a pension from a Federal, state or local government based on work where you did not pay Social Security taxes, your Social Security spouse's or widow's or widower's benefits may be reduced. You are exempt from the GPO if you were contributing to Social Security for your last 5 years of federal employment.
- Your Social Security benefits will be reduced by 2/3s of your government pension.
 - Monthly civil service pension - \$1,200
 - 2/3s offset to Social Security - \$ 800*
 - Spouse, widow or widower benefit - \$1,000
 - Final amount due - \$ 200

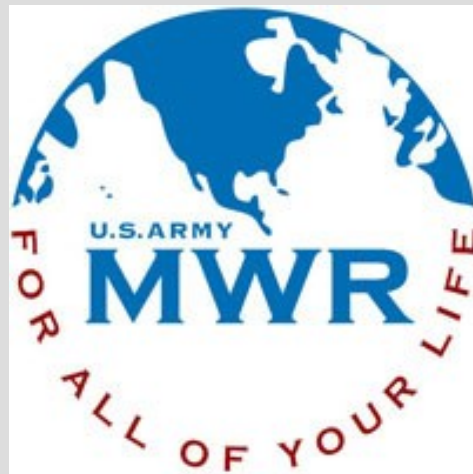
(\$1,000 - \$800* = \$200)

<http://www.socialsecurity.gov/gpo-wep/>

NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING

NAF Retirement System - Contact nearest NAF office

FERS Retirement Plan - Contact the ABC-C



NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING

IMPORTANT!!

If you are retiring and immediately being hired by NAF, or transferring to other Federal employment, or being rehired as a reemployed annuitant, you must notify the ABC-C before your retirement is processed to prevent erroneous payout of your lump sum annual leave.

FEHB IN RETIREMENT

**Self
Only**



**Self &
Family**

**Additional Information:
<http://www.opm.gov/insure/health>**

OPM Tel: 1-888-767-6738

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FEHB IN RETIREMENT

CONTINUATION INTO RETIREMENT

- Retire on an immediate annuity
- Be insured on the date of retirement
- Covered for the 5 years of service prior to retirement **or** since your **FIRST** opportunity to enroll
- ~~(special rules for VERA and DSR, see next slide)~~ Coverage as a family member under FEHB or CHAMPUS/TRICARE counts towards 5 year requirement (employee must be enrolled in FEHB prior to retirement)

FEHB IN RETIREMENT

CONTINUATION INTO RETIREMENT

Pre-approved automatic waiver of 5-year requirement:

- **Must be enrolled in FEHB on the first day of the buyout period (October 1 of the current FY) **and****
- **Retire during the buyout period; **and****
- **Receive a buyout (VSIP); **or****
- **Take early optional retirement (VERA) as a result of early-out authority; **or****
- **Take a DSR based on involuntary separation**

FEHB IN RETIREMENT

- **Cost of FEHB is the same for retirees and active employees except that premiums are paid on a monthly basis vs. bi-weekly**
- **Same Open Season and qualifying life event opportunities as active employees**
- **Same FEHB plans available to retirees as active employees**
- **Once you cancel FEHB coverage in retirement, you can never re-enroll**
- **Retirement is not a qualifying life event for changing your FEHB enrollment**
- **At age 65, you must enroll in Medicare and it becomes your primary and your FEHB plan becomes your secondary provider**

FEHB IN RETIREMENT

- Retirees can suspend FEHB for TRICARE or Medicare (if enrolled in Medicare Advantage health plan) and return to FEHB coverage during Open Season or immediately upon involuntarily losing non-FEHB coverage.
- Retirees do NOT participate in Premium Conversion.
- Your spouse is eligible to continue FEHB coverage after your death only if you have Self and Family coverage and you elect to provide a survivor benefit at retirement.

MEDICARE

- **Part A (Hospitalization) - No Cost**
 - **Enrollment is automatic at age 65**
- **Part B (Medical) - Monthly premium based on yearly adjusted gross income**
- **Part D (Drug) - Monthly premium**



FEGLI IN RETIREMENT



**Additional
Information:**

**[www.opm.gov/insure/
life](http://www.opm.gov/insure/life) OPM Tel: 1-888-**

767-6738

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FEGLI IN RETIREMENT

CONTINUATION INTO RETIREMENT:

- **Retire on an immediate annuity**
- **Insured on date of retirement**
- **Enrolled in each Option and Multiple for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll**
- **Election Form: SF2818 - Continuation Life Insurance Coverage**



FEGLI IN RETIREMENT

BASIC LIFE OPTIONS:

Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus \$2,000. Ex: \$51,400 = \$52,000 + \$2,000 = Amt of Basic Ins \$54,000

Options

Before age 65

After age 65

1. 75% reduction

BIA x .3250 (per \$1,000)
ex: \$17.55 per month

NO COST
Coverage reduces 2% per mth for 37.5 mths until it reaches a final value of \$13,500

2. 50% reduction
(per \$1,000)

ex: \$32.40 per month

BIA x .9250 (per \$1,000)
ex: \$49.95 per month

Coverage reduces 1% per mth for 50 mths until it reaches a final value of \$27,000

3. NO reduction
(per \$1,000)

ex: \$98.82 per month

BIA x 2.1550 (per \$1,000)

ex: \$116.37 per month

BIA x 1.8300

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FEGLI IN RETIREMENT

OPTION A - STANDARD COVERAGE:

OPTION A - Standard = \$10,000

Age Group	Monthly Cost
Under 35	\$0.65
35 thru 39	\$0.87
40 thru 44	\$1.30
45 thru 49	\$1.95
50 thru 54	\$3.03
55 thru 59	\$5.85
60 thru 64	\$13.00
65 & above	NO COST



At age 65 coverage reduces by 2% per month for 37.5 months until it reaches \$2,500.

FEGLI IN RETIREMENT

OPTION B - ADDITIONAL COVERAGE (1 - 5 MULTIPLES OF PAY):

**OPTION B - Ex: Annual Salary \$51,400 1x Multiple elected =
\$52,000**

<u>Age Group</u>	<u>Mthly Cost @ \$1000</u>	<u>Mthly Cost</u>
Under 35	\$0.065	\$3.38
35 thru 39	\$0.087	\$4.52
40 thru 44	\$0.130	\$6.76
45 thru 49	\$0.195	\$10.14
50 thru 54	\$0.303	\$15.76
55 thru 59	\$0.607	\$31.56
60 thru 64	\$1.300	\$67.60
65 thru 69	\$1.560	\$81.12
70 thru 74	\$2.600	\$135.20
75 thru 79	\$3.900	\$202.80
80 & Above	\$5.200	\$270.40

**FULL Reduction: At age 65, no cost & coverage reduces by 2%
per month for**

50 months at which time coverage will end.

NO Reduction: Coverage and premium will continue.

FEGLI IN RETIREMENT

OPTION C - FAMILY COVERAGE

(1 - 5 MULTIPLES):

OPTION C - Spouse = \$5,000 (1x Multiple) / Each Child = \$2,500 (1x Multiple)

<u>Age Group</u>	<u>Mthly Cost per Multiple</u>	<u>Mthly Cost (1x)</u>
Under 35	\$0.59	\$0.59
35 thru 39	\$0.74	\$0.74
40 thru 44	\$1.00	\$1.00
45 thru 49	\$1.30	\$1.30
50 thru 54	\$1.95	\$1.95
55 thru 59	\$3.14	\$3.14
60 thru 64	\$5.63	\$5.63
65 thru 69	\$6.50	\$6.50
70 thru 74	\$7.37	\$7.37
75 thru 79	\$9.75	\$9.75
80 & above	\$13.00	\$13.00

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end.

NO Reduction: Coverage and premium will continue.

TSP IN RETIREMENT



Thrift Savings Plan

Telephone: 1-877-968-3778

TDD: 1-877-847-4385

**Monday through Friday
7:00 a.m. - 9:00 p.m.
ET**

Mailing Address:

P.O. Box 385021

Birmingham, AL 35238

THRIFT SAVINGS PLAN (TSP)

- **Tax deferred retirement savings & investment plan**
- **Provides the opportunity to increase your retirement income**
- **You must be in a position subject to retirement deductions to contribute**
- **TSP offers two approaches to investing your money:**
 - **L Funds are “Lifecycle” Funds invested in a mix of stocks, bonds, & Government securities**
 - **Individual Funds are the G, F, C, S, I funds**



TSP FUNDS



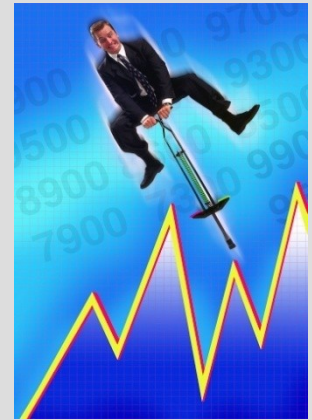
- **Government Securities Investment (G) Fund**
 - Invested in short-term U.S. Treasury securities
 - Interest income without risk of loss of principal
 - Payment of principal & interest is guaranteed
 - Low risk
 - 10-year annual return: 4.26%
- **Fixed Income Index Investment (F) Fund**
 - Government, corporate & mortgage-backed bonds
 - Invested in bond index fund that tracks Barclays Capital U.S. Aggregate bond index
 - Offers opportunity to earn rates of return that exceed money market fund rates over the long term
 - Low to moderate risk
 - 10-year annual return: 5.91%

TSP FUNDS

- **Common Stock Index Investment (C) Fund**
 - Stocks of large & medium-sized US companies
 - Invested in stock index fund that tracks the Standard & Poors (S&P) 500 stock index
 - Potential to earn high investment returns over the long term
 - Moderate risk
 - 10-year annual return: 1.42%
- **Small Capitalization Stock Index (S) Fund**
 - Stocks of small to medium-sized US companies
 - Invested in stock index fund that tracks Dow Jones Wilshire 4500 Completion (DJW 4500) index
 - Earn potentially higher investment returns over the long term than in the C Fund
 - Moderate to high risk (more than the C Fund)
 - 10-year annual return: 6.12%

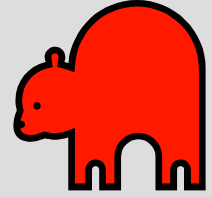


TSP FUNDS



- **International Stock Index Investment (I) Fund**
 - International stocks of 21 developed countries
 - Invested in stock index fund that tracks the Morgan Stanley Capital International EAFE (Europe, Australasia, Far East) index
 - Potential to earn high investment returns over the long term
 - Moderate to high risk
 - 10-year annual return: 3.45%
- **Lifecycle (L) Fund**
 - Each L Fund is invested in the individual TSP funds (G, F, C, S, I), using investment allocations that are tailored to different time horizons
 - Objective is to provide the highest possible rate of return for the amount of risk taken
 - Subject to the risks of the individual funds
 - Expected returns will be approximately equal to weighted average of the G, F, C, S, I Funds' returns

LIFECYCLE FUNDS



FUND	TIME HORIZON	GROWTH	RISK
L Income	Today and the near future	Low	Low
L 2020	2015 through 2024	Moderate	Moderate
L 2030	2025 through 2034	Moderate to High	High
L 2040	2035 through 2044	High	High
L 2050	2045 or later	High	Very High

LIFECYCLE FUNDS FUND ALLOCATIONS



L FUND	G Fund	F Fund	C Fund	S Fund	I Fund
L Income	74%	6%	12%	3%	5%
L 2020	37.40%	7.35%	29.45%	9.40%	16.40%
L 2030	23.15%	8.35%	35.40%	13.40%	19.70%
L 2040	12.15%	9.35%	39.40%	16.70%	22.40%
L 2050	3.83%	7.67%	43.40%	18.70%	26.40%

TSP PROJECTION

Amount of Annual TSP Contribution	# of Years to Contribute	Rate of Return (based on 10-year summary of annual returns for F Fund)	Projected TSP Account Balance
\$7,500	10	6%	\$102,562
\$7,500	20	6%	\$289,163
\$7,500	30	6%	\$628,666
\$5,000	30	6%	\$419,110
\$2,500	30	6%	\$209,555

TSP & RETIREMENT OPTIONS

- Automatic cashout (accounts less than \$200)
- Leave money in the TSP
- Age-based withdrawal
- Full Withdrawal
 - Single payment
 - Monthly payments
 - Life annuity
- Mixed Withdrawal
- Must begin to receive TSP funds by April 1 of the year following the year you are 70 ½



HOW TO APPLY:

TSP-70 FORM - Withdrawal Request

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TSP CATCH-UP CONTRIBUTIONS

- **Open to TSP participants age 50 or older**
- **Not eligible for agency automatic 1% matching contribution**
- **Limited to \$5,500 for year 2012**
 - **Must be contributing IRS yearly maximum, \$17,000 for 2012**
 - **Must make new election each year**
Elections made via EBIS at
<https://www.abc.army.mil> or
IVRS at 1-877-276-9287

LONG TERM CARE INSURANCE (LTCI)

**Want to talk with a Certified Long Term
Care Insurance Consultant?**

**Tel: 1-800-LTC-FEDS (1-800-582-
3337)**

TTY: 1-800-843-3557

Mon - Fri 8 a.m. - 8 p.m. ET

Sat 9 a.m. - 5 p.m. ET

Closed Sun and Federal holidays.

<http://www.ltcfeds.com>

FLEXIBLE SPENDING ACCOUNTS (FSA)

**To receive more information regarding FSAs,
please contact a SHPS counselor.
Retirees are not eligible to continue FSA.**

Email: FSAFEDS@shps.net

**Telephone: 1-877-FSAFEDS (1-877-372-
3337)**

TTY: 1-800-952-0450

- **Mon-Fri 9 am - 9 pm ET**
- **Closed Weekends and Holidays**
- **<http://www.fsafeds.com>**

FEDERAL EMPLOYEES DENTAL & VISION INSURANCE PROGRAM (FEDVIP)

Can enroll in dental, vision, or both

Self Only

Self & One

Self &

Family

Dental Benefits

Diagnostic
Preventative
Emergency Care
Restorative
Oral/Maxillofacial Surgery
Endodontics
Periodontics
Prosthodontics
Orthodontics



Vision Benefits

Diagnostic Services
Preventative Services
Eyewear

- Glasses
- Contacts



ENROLL AT

<https://www.benefeds.com>

1-877-888-3337

TTY 1-877-889-5680

DESIGNATION OF BENEFICIARY

Beneficiary Forms:

- **SF 1152 (Unpaid Comp)**
- **SF 2823 (FEGLI)**
- **SF 3102 (FERS)**
- **TSP 3 (TSP)**



Order of Precedence:

- **Court Order**
- **Designation of Beneficiary**
- **Widow or Widower**
- **Children (and/or descendants of deceased children)**
- **Parents**
- **Executor or Administrator of Estate**
- **Next of Kin**

RETIREMENT ESTIMATE

- **Request your retirement estimate no more than 5 years prior to your retirement eligibility date**
- **ABC-C will compute one retirement estimate per year**
- **Retirement estimate includes:**
 - **Verification of military & civilian service documented in your Official Personnel Folder (OPF)**
 - **Calculation of amount of civilian deposit and/or redeposit owed**
 - **Impact of unpaid civilian deposit/redeposit & military deposit on your retirement annuity**
 - **Confirmation of your current FEHB & FEGLI enrollment & your eligibility to continue these benefits into retirement**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **5 years prior to retirement eligibility:**
 - **Contact the ABC-C for retirement estimate & information**
 - **Call ABC-C with questions on retirement estimate**
- **180 days prior to retirement:**
 - **Download forms from ABC-C website**
 - **Call ABC-C for help with the retirement forms**
- **120 days prior to retirement:**
 - **Mail retirement forms to ABC-C**
 - **Maintain personal copy**



ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C receives your retirement package:**
 - **Reviews retirement package**
 - **Sends letter acknowledging receipt and requests missing forms/documents**
 - **Requests OPF 90-120 days out**
- **30-60 days prior to retirement:**
 - **Retirement package assigned to counselor**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C retirement counselor:**
 - **Verifies required forms and documents**
 - **Processes retirement package**
 - **Provides final retirement counseling**
 - **Retirement package is forwarded to DFAS**

**Provide good retirement address &
contact information**

ABC-C RETIREMENT PROCEDURES & PROCESS

- **2 - 4 weeks after retirement:**
 - **Final paycheck is received**
 - **Lump sum annual leave is paid**
 - **VSIP payments if applicable**
- **6 - 8 weeks after retirement:**
 - **Receive 1st INTERIM payment**
 - **Receive letter from OPM with CSA number**

**Office of Personnel
Management Retirement
Operations Center
P.O. Box 45
Boyers, PA 16017**

**www.opm.gov
email: retire@opm.gov
Tel: 1-888-767-
6738**

**Social Security
Administration
www.ssa.gov
www.medicare.gov
Tel: 1-800-
772-1213**

**IRS Publication 721
www.irs.gov
Tel: 1-800-Tax-**

CHANGING OR WITHDRAWING YOUR RETIREMENT

- **Your request to change your date of retirement or to withdraw your retirement application must be in writing and**
 - **Must be signed**
 - **May be faxed to ABC-C**
- **If you are receiving a VERA and/or VSIP, your request should be signed by your CPAC/HR Professional**
- **Submit the request to ABC-C as soon as you have made a decision**
- **Changing or withdrawing your retirement MAY cause problems with your paycheck**

FOR ADDITIONAL RETIREMENT INFORMATION

CONTACT THE ABC-C

- **Toll Free 1-877-276-9287 (TDD 1-877-276-9833)**
- **Belgium: 0800-78245**
- **Germany: 0800-1010282**
- **Italy: 0800-780821**
- **Japan: 00531-1-20378**
- **Korea: 00798-14-800-4766**
- **Kuwait: 1-877-276-9287 (Dial 809-463-3376 for DSN line, wait for a tone, then dial the toll free number)**
- **Netherlands: 0800-0232739**
- **Saudi Arabia: 1-877-276-9287**
- **United Kingdom: 08-000857723**
- **Counselors are available from 6 am - 6 pm CT**
- **Website: <https://www.abc.army.mil>**
- **Mailing Address: 301 Marshall Avenue, Ft. Riley, KS 66442-5004**

ABC-C TELEPHONE CHART

Army Benefits Center - Civilian
1-877-276-9287

Select:

1= Army Civilian

2= DCMA Civilian

3= National Guard

**4= Non-Appropriated Fund or Uniformed
Service Member**

QUESTIONS?

